

UNCLASSIFIED

R/ ZYUW RUCBKMB0001 3511600-UUUU--RHMCSUU RUCBKMC.

ZNR UUUUU

R 171600Z DEC 99 ZZR2

FM COMSUBLANT NORFOLK VA//N00//

TO ALSUBLANT

SUBPAC

ALSUBACT HAMPTON ROADS

LANT NUPROP

ALNAVSURFLANT

NAVSURFPAC

NAVAIRPAC

NAVAIRLANT

INFO CINCPACFLT PEARL HARBOR HI//JJJ//

CINCLANTFLT NORFOLK VA//JJJ//

COMNAVSURFLANT NORFOLK VA//JJJ//

COMNAVSURFPAC SAN DIEGO CA//JJJ//

COMNAVAIRLANT NORFOLK VA//JJJ//

COMNAVAIRPAC SAN DIEGO CA//JJJ//

USNA ANNAPOLIS MD//JJJ//

CNET PENSACOLA FL//JJJ//

COMSUBPAC PEARL HARBOR HI//JJJ//

COMNAVCRUITCOM MILLINGTON TN//JJJ//

BT

UNCLAS//N07720//

MSGID/GENADMIN/COMSUBLANT/-/DEC//

SUBJ/CHANGE TO NUCLEAR OFFICER INCENTIVE PAY PROGRAM //

REF/A/DOC/SECNAV/22SEP99//

A/N/REF A IS SECNAVINST 7220.65K, NUCLEAR OFFICER INCENTIVE

P... (NOIP)//

RMKS/1. THIS IS A COORDINATED AIR, SURFACE, AND SUBMARINE MESSAGE.

2. ONE OF THE MOST IMPORTANT CHALLENGES FACING THE NAVY TODAY IS ADVANCED EDUCATION FOR THE OFFICER CORPS. IN HIS 1999 VISION STATEMENT CONCERNING NAVY OFFICER EDUCATION, THE CNO STATED THAT, "EDUCATION IS CRUCIALLY IMPORTANT FOR OUR FUTURE LEADERS." THERE ARE SEVERAL ADVANCED EDUCATION PROGRAMS AVAILABLE TO NUCLEAR TRAINED OFFICERS, INCLUDING VARIOUS SCHOLARSHIP PROGRAMS AND THE NAVAL POSTGRADUATE SCHOOL (NPS). THESE PROGRAMS ARE CURRENTLY BEING UNDER UTILIZED. FOR EXAMPLE, OVER THE LAST 3 YEARS THE SUBMARINE COMMUNITY HAS ONLY BEEN ABLE TO FILL APPROXIMATELY 70 PERCENT OF ITS ASSIGNED QUOTAS. DISCUSSIONS WITH OFFICERS INDICATE THE BIGGEST INHIBITOR TO THEIR DESIRE TO ATTEND NPS IS THE POTENTIAL LOST COMPENSATION DUE TO THE INABILITY TO RENEGOTIATE A NOIP CONTINUATION PAY (COPAY) CONTRACT IF THE PAYMENT RATE IS INCREASED.

3. SECNAV HAS APPROVED A CHANGE TO REF A. EFFECTIVE IMMEDIATELY, OFFICERS WHO PREVIOUSLY SIGNED A NOIP COPAY CONTRACT AND ARE SERVING A CONCURRENT GRADUATE EDUCATION OBLIGATED SERVICE PERIOD ARE AUTHORIZED TO RENEGOTIATE THEIR CONTRACT WHEN THE PAYMENT RATE INCREASES.

4. THIS CHANGE EFFECTS THOSE OFFICERS SERVING GRADUATE EDUCATION OBLIGATED SERVICE WHILE CONCURRENTLY SERVING UNDER A PREVIOUSLY NEGOTIATED COPAY CONTRACT. OFFICERS IN THIS SITUATION ARE AUTHORIZED TO RENEGOTIATE THEIR CONTRACT TO THE NEW FY99 COPAY PAYMENT RATE (\$15K). PER PARA 7.C(5) OF REF A, OFFICERS CURRENTLY UNDER A COPAY

UNCLASSIFIED

UNCLASSIFIED

AGREEMENT MAY EXECUTE A NEW THREE, FOUR OR FIVE YEAR CONTRACT. THE PERIOD OF THE NEW AGREEMENT MUST EXTEND TO OR BEYOND THE EXISTING AGREEMENT, BUT MAY NOT EXTEND PAST 26 YEARS OF COMMISSIONED SERVICE. UPON EXECUTION OF A NEW AGREEMENT, THE PREVIOUS CONTRACT WILL BE CANCELLED EFFECTIVE THE DAY BEFORE THE NEXT ANNIVERSARY DATE. THIS PROCEDURE IS SPECIFIED IN LAW AND MAY NOT BE WAIVED. OFFICERS DESIRING A NEW AGREEMENT MAY SUBMIT THEIR REQUEST IN THE FORMAT OF ENCLOSURE (3) TO REF A.

5. THIS POLICY CHANGE IS NOT RETROACTIVE I.E., THERE IS NO PROVISION TO ALLOW OFFICERS IN THIS SITUATION TO BACK DATE THE RENEGOTIATED CONTRACT TO THE DATE OF THE PREVIOUS NOIP COPAY RATE INCREASE. ADDITIONALLY, OFFICERS THAT ARE CURRENTLY SERVING GRADUATE EDUCATION OBLIGATED SERVICE AND ARE RECEIVING AIB WILL NOT BE ELIGIBLE TO NEGOTIATE A COPAY CONTRACT UNTIL COMPLETION OF THEIR GRADUATE EDUCATION OBLIGATED SERVICE. THIS INCLUDES OFFICERS WHO MAY HAVE PREVIOUSLY SIGNED A COPAY CONTRACT AND THE PERIOD OF THE CONTRACT HAS SUBSEQUENTLY EXPIRED BUT THE OFFICER IS STILL SERVING GRADUATE EDUCATION OBLIGATED SERVICE. THIS IS LEGISLATIVELY MANDATED AND NOT WAIVERABLE.

6. THIS POLICY CHANGE IS EFFECTIVE IMMEDIATELY. CHANGES TO REF A WILL BE PROMULGATED SEPCOR. BUPERS POC FOR ANY SPECIFIC QUESTIONS IS LT ERIC SVENNSON, PERS-421D, DSN 882-3933.

7. VADM GIAMBASTIANI SENDS.//

BT

#0001

NNNN